



ANTIOCH POLICE DEPARTMENT

300 "L" St. Antioch CA

www.ci.antioch.ca.us/CityGov/Police

Job Hotline (925) 779-7022

Apply at: www.calopps.org

"NEW LATERAL INCENTIVES"

Employment Qualifications

LATERAL/ACADEMY GRADUATE APPLICATIONS ACCEPTED ON A CONTINUAL BASIS

A lateral police officer is an officer who has worked for a police department prior to coming to the City of Antioch, has completed a Basic Police Academy, and possesses at least a Basic **P.O.S.T.** Certificate. A lateral officer must also be at least 21 years of age, possess a high school diploma or GED, possess and maintain a valid California driver's license, have a satisfactory driving record, meet job-related medical, vision and physical performance standards, pass physical and psychological examinations, a drug test and background investigation.

NEW LATERAL INCENTIVES

\$10,000 SIGNING BONUS – Paid in three phases

40 hours of vacation upon employment

Carry over up to 200 hours of approved sick leave from former agency

Seniority Service – Corresponding vacation accrual rate with the City of Antioch

POLICE TRAINEE APPLICATIONS ARE BEING ACCEPTED ON A CONTINUAL BASIS

A police trainee is a temporary, non-sworn position. A trainee participates in a comprehensive training program at a POST approved training academy for a period of approximately five months. (A student enrolled in a police academy is also considered a trainee.) The City furnishes tuition costs, uniforms, safety equipment, and materials required at the academy. Academic progress and physical achievement are closely monitored during this training period. Upon successful completion of the academy, trainees may be considered for appointment to the position of probationary police officer. To qualify as a police trainee you must have a high school diploma or GED equivalent, be at least 20 years and 6 months of age at the time of appointment, possess and maintain a valid California driver's license and satisfactory driving record, meet job-related medical, vision and physical performance standards, pass physical, psychological and polygraph examinations, and a drug test and background investigation.

Benefit Summary **Salary Schedule (Effective 9/1/06 - 8/31/07)**

Classification	Step A	Step B	Step C	Step D	Step E
Police Officer	\$5,139	\$5,396	\$5,666	\$5,949	\$6,247
Police Corporal	\$5,525	\$5,801	\$6,091	\$6,396	\$6,716
Police Sergeant	\$5,939	\$6,236	\$6,548	\$6,875	\$7,219
Community Services Officer *	\$3,281	\$3,445	\$3,617	\$3,798	\$3,988
Lead Dispatcher *	\$4,367	\$4,585	\$4,815	\$5,056	\$5,308
Police Dispatcher *	\$3,881	\$4,075	\$4,278	\$4,492	\$4,717

- Police trainees are paid \$21.00 per hour while in the academy – with health benefits, single or family.
- Signing Bonus: Lateral Officer - \$2,000 - \$1,000 at time of appointment & \$1,000 upon successful completion of probation period.
- PERS 3% @ 50 Retirement Plan
- 14 paid holidays per year, including three floating personal days
- 11 - 25 days vacation per year
- 12 days sick leave per year
- Four-hour minimum call-back pay
- Shift differential: 2.5% for swing shift, 5% for graveyard
- Uniforms: \$65.00/Mo. (\$780/Yr.) Eff. 9/01/03 (Increases \$20/year for duration of agreement).
- Deferred Compensation: City contributes \$19.50/mo., plus City matches \$1 for \$1 up to an additional \$20.
- Choice of city-paid health insurance plans:
The City provides a Cafeteria Plan with a generous City contribution for the purchase of health, dental, vision, and life insurances; employee assistance program; and wellness program. A cash

payment option in lieu of benefits is available.

- Medical after retirement: At 25 years of service, city pays 100% medical for employee and spouse
- At 20 years of service, city pays 75% medical
- At 15 years of service, city pays 50% medical
- Certificate/education incentive programs:
City reimburses up to \$800.00 per calendar year for tuition, books, mileage and parking
- \$210.00 per month incentive for four-year degree or POST advanced certificate
- \$120.00 per month incentive pay for two-year degree or POST intermediate certificate
- \$100.00 per month bilingual pay

Work schedule:

Patrol officers work a modified 3-12

Shifts:

Shifts are assigned by seniority

Testing Process

Applications: To begin the hiring process you must submit an application for police officer. Applications are available on line at www.calopps.org. Currently, we are accepting applications on a continual basis, however, deadline dates will be set. If this occurs you must go to the above listed website which will not post the job opening. You must create a personal profile in order to be contacted in the future. You will then be notified of upcoming available positions.

Written Exam: Once you have submitted your application you will be invited to take the written test. A written test will be scheduled after a sufficient number of applications have been received. The City of Antioch administers the Police Officers Standards and Training exam, or **P.O.S.T.** test. Applicants who pass the written exam will be invited to an oral board. **The written exam is waived for lateral officers, police academy students and graduates.**

Oral Board Exam: The oral board panel consists of several sworn and non-sworn police personnel who conduct the interview. You will be asked a series of questions about yourself, the department, and your qualifications for the job. The questions do not require any previous knowledge of police procedure and/or the law. You will also be asked questions about hypothetical situations to test your ability to make decisions and use sound judgment and common sense. After the oral board an eligibility list is established. Those selected from the eligibility list will continue in the process.

Physical Agility: Testing is required to continue in the process after successful completion of the Oral Board and Departmental Section.

Polygraph Exam: A polygraph examination will be administered to all candidates.

Background: If you are selected from the eligibility list, you will be sent a background packet that consists of a series of questions regarding your background, including: education, training, previous work history, life experiences, and personal traits. After review by the chief of police, those who clear the background investigation may be given a conditional offer of employment.

Psychological Evaluation: A psychological evaluation will be scheduled for those who successfully complete the background investigation. The psychological evaluation consists of written tests and an interview with a designated psychologist to determine your suitability for the position.

Medical Exam: A medical exam will be scheduled to assess your overall medical suitability for the position.

Out-of-State Applicants: Out-of-state applicants must either obtain a **P.O.S.T.** "Basic Course Waiver" or attend an academy selected by the department.

The chief of police maintains the final right of approval for any candidate at any stage of the hiring process.